

is not the intent. We still have very good coverage for our employees, very, very, competitive coverage for employees, and we pick up more of the premium cost than is typically done for employees so I don't think we are being unfair. I don't think we are being unjustified in our efforts to keep down our health care costs, but that small percentage we do ask an employee to pick up will be enough of an incentive to make sure they try and help us keep those health care costs down, work as a partner with the state as their employer to keep their health care costs down. That is really the intent. That is the philosophy behind it. We are moving in this direction. Everybody realizes it. This is not anything that is a surprise to anybody. The real question is, do we move to this this year or do we wait until next year? Well, you know this same debate occurred last year. We talked about the concept and the decision to change our health care insurance coverage last year. We said, well, we will do it next year. That would be 1984 which is where we are at today and we will do a study and we will come back and get the job done. Well, we did all of that and here it is 1984. Now we want to say again, well, let's do it next year but next year never comes. The employees have heard about this for months. It has been discussed many, many times in the newspapers. There were newsletters sent out to the employees. They were aware of the plans. This is no surprise and it is no surprise, I will tell you, because I have gotten lots of calls and letters from employees who did not like the change that we are proposing here and I understand that, but based on the firm solid philosophical ground that I talked about that consumers should have some role to play in their health care costs, I have no doubt that this change is justified. I am very strong in my support and belief of that. I am also convinced that state employees have been wronged. They were wronged last year when we did not supply them a salary increase and instead picked up the total increase in their health insurance premium. That was a mistake. I opposed it at the time, but we did it anyway, but they were wronged not to have a salary increase and we were wrong to pick up instead of a salary increase their health insurance premium, but we did it anyway. That is a wrong that we are trying to right this year by providing a salary increase and adjusting their